

MEMORANDUM

TO: Vermont Mental Health Performance Indicator Project
Advisory Group and Interested Parties

FROM: John Pandiani

DATE: October 15, 1999

RE: Staffing Patterns

The characteristics and professional credentials of the staff who provide community services to people in need is an important aspect of practice patterns in community mental health. Over the next few weeks, we will be sharing information on the professional credentials of the staff of community mental health treatment programs in Vermont for FY1997 and FY1998. Data for FY1999 is currently being reviewed for completeness and data quality. As soon as that data is available, we will begin to share it with you.

The attached graphs and table compare the level of education of people who worked in community mental health children's services programs during FY1998 and FY1999. As you will see, information on staff credentials is fairly complete for most providers for both years. The exceptions to this rule were the Howard Center for Human Services, which had significant missing data for both years, and NFI, which reported no staffing data for either year. Rutland Area Community Services did not report in FY1997 but has reported fairly completely since then.

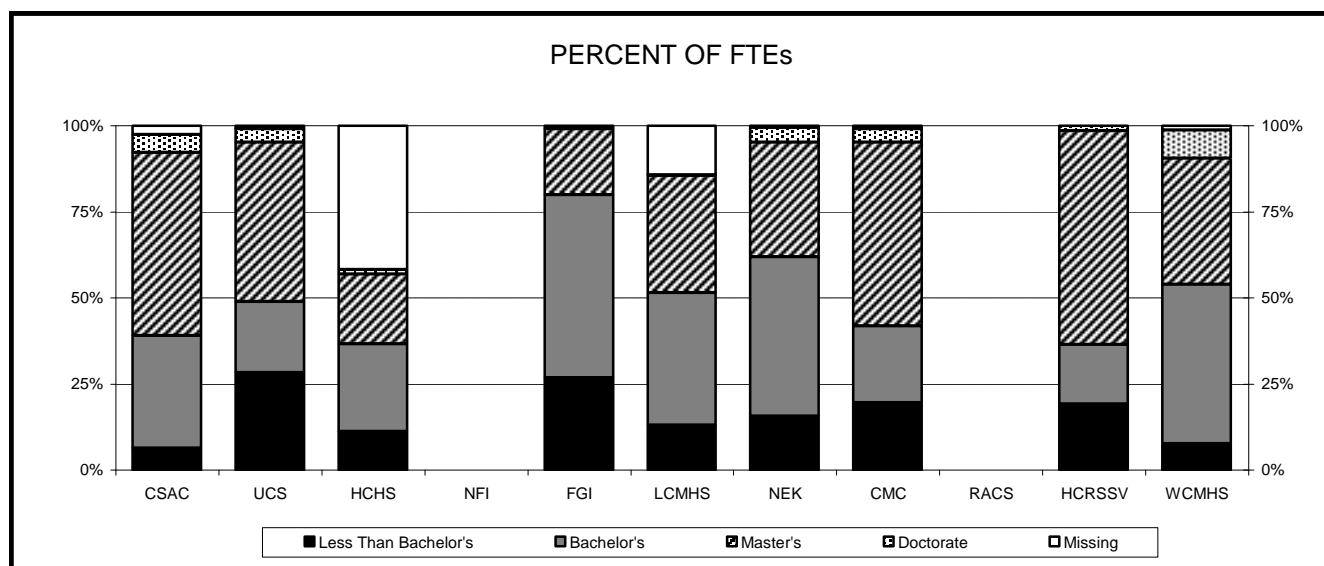
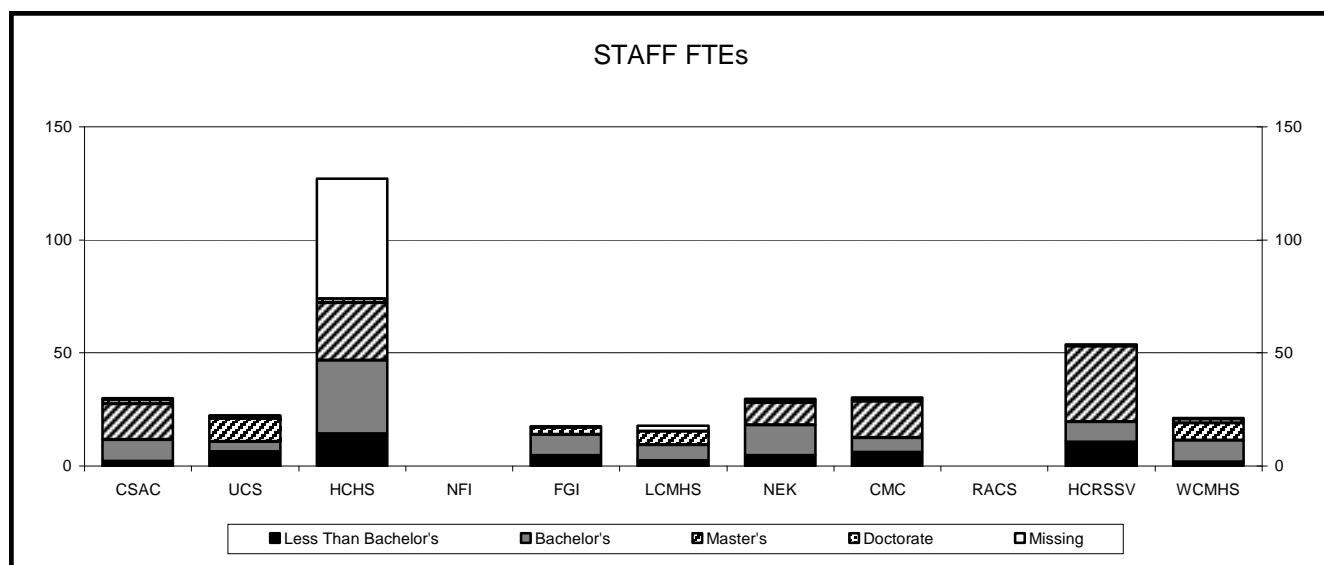
Statewide, children's services staff with Master's degrees were the largest group of employees, accounting for 37% of all staff in FY1997 and 33% of all staff in FY1998. People with Bachelor's degrees and "less than Bachelor's" degrees were the next largest groups (29% and 15% respectively in both years). People with Doctoral degrees accounted for 3% of the FY'97 staff and 2% of the FY98 staff of children's services programs in Vermont.

There were, however, substantial differences in the staffing patterns of the different community programs. People with a Master's degree, for instance, made up more than half of the staff of children's services programs at Southeast in both years. More than half of the FY1997 staff at Addison and Orange had Master's degrees, but the representation of people at this educational level decreased slightly in Addison and substantially in Orange County between FY1997 and FY1998.

There was also substantial variations in the representation of staff with "less than bachelor's" degrees among the local children's services programs. In FY1997, more than 25% of the staff at United Counseling (Bennington) and Franklin-Grand Isle (which is now known as Northwest Counseling and Support Services) had less than a Bachelor's degree. In FY1998, these two programs (UCS and NCSS) continued at that level and were joined by Clara Martin and Southeast with 25% "less than Bachelor's" degrees each.

We look forward to your comments, questions, and suggestions for further analysis of data regarding staffing patterns at community mental health programs in Vermont to 802-241-2638 or jpandiani@ddmhs.state.vt.us.

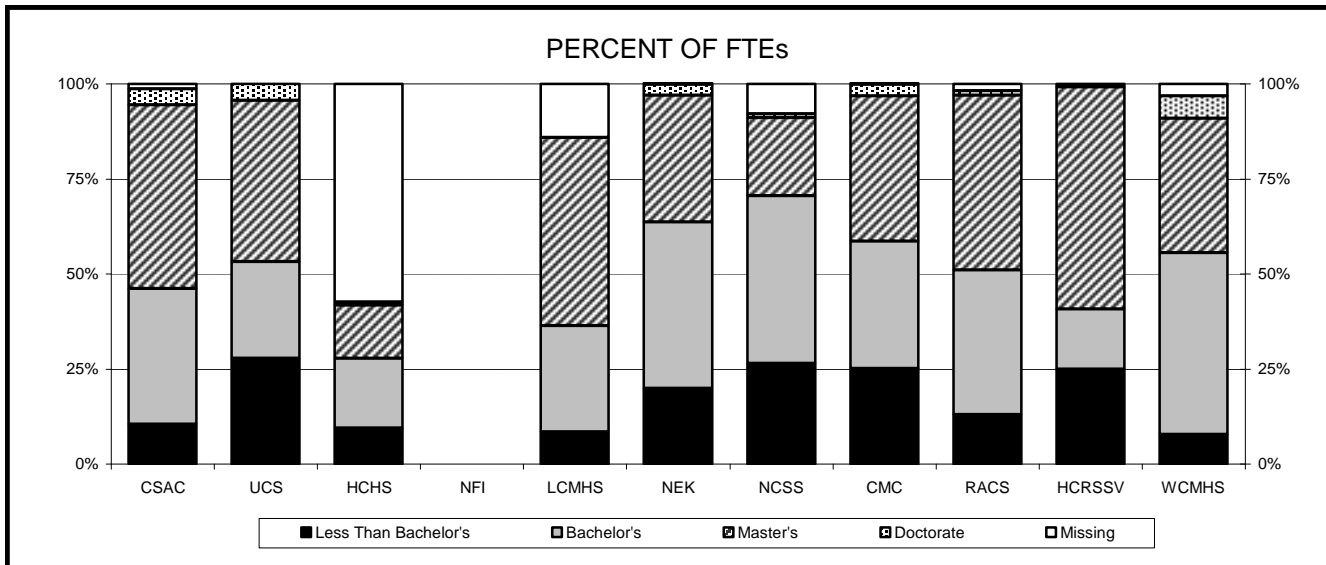
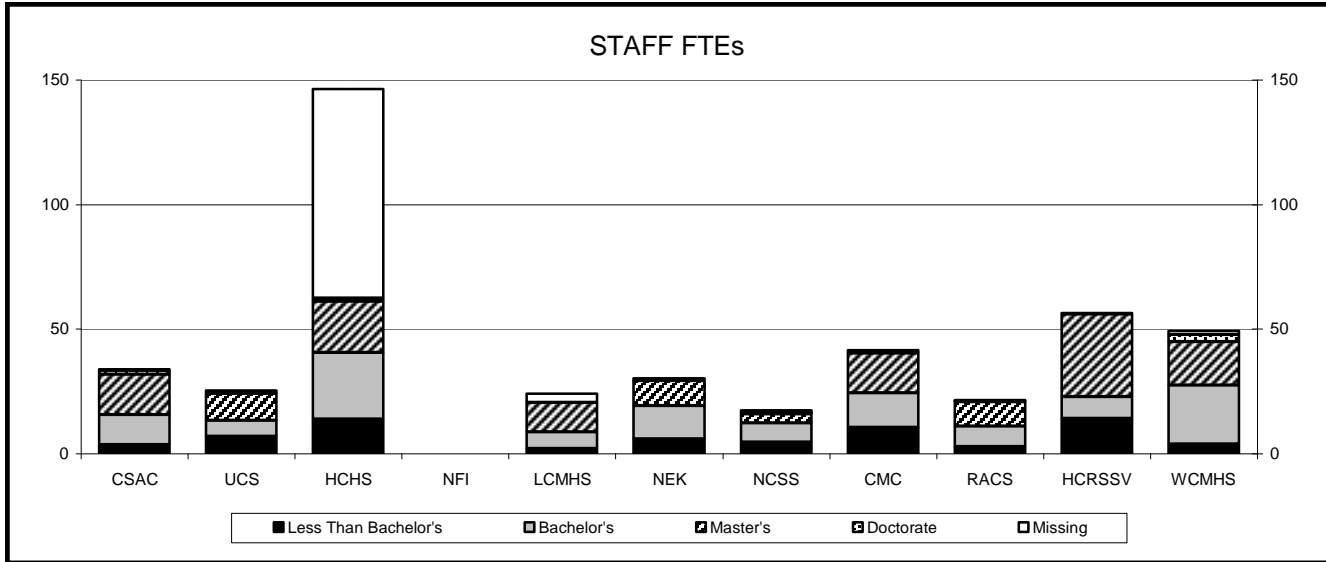
CHILDREN'S SERVICES PROGRAMS HIGHEST DEGREE EARNED BY STAFF, FY1997



Region/Provider	Highest Degree Earned										Total FTEs
	Less Than Bachelor's		Bachelor's		Master's		Doctorate		Missing		
	FTEs	%	FTEs	%	FTEs	%	FTEs	%	FTEs	%	
Addison - CSAC	1.9	6%	9.8	33%	15.9	53%	1.5	5%	0.8	3%	29.9
Bennington - UCS	6.2	28%	4.6	21%	10.2	46%	0.9	4%	0.2	1%	22.0
Chittenden - HCHS	14.2	11%	32.4	26%	25.7	20%	1.7	1%	53.1	42%	127.1
- NFI											
Franklin - FGI	4.6	27%	9.2	53%	3.3	19%	0.2	1%			17.3
Lamoille - LCMHS	2.3	13%	6.9	38%	6.1	34%	0.0	0%	2.6	14%	17.9
Northeast -NEK	4.6	16%	13.6	46%	9.7	33%	1.3	4%	0.2	1%	29.3
Orange - CMC	5.9	20%	6.6	22%	16.0	53%	1.2	4%	0.3	1%	30.0
Rutland -RACS											
Southeast - HCRSSV	10.4	19%	9.3	17%	33.4	62%	0.8	2%			53.9
Washington - WCMHS	1.6	8%	9.7	46%	7.7	37%	1.7	8%	0.3	1%	21.0
Total	51.6	15%	102.0	29%	128.0	37%	9.3	3%	57.4	16%	348.2

Information is based on human resources data submitted by Vermont's community service providers. FTEs computed for a 37.5 hour work week. Northeastern Family Institute and Rutland Area Community Services did not report for FY1997.

CHILDREN'S SERVICES PROGRAMS HIGHEST DEGREE EARNED BY STAFF, FY1998



Region/Provider	Highest Degree Earned										Total FTEs
	Less Than Bachelor's		Bachelor's		Master's		Doctorate		Missing		
	FTEs	%	FTEs	%	FTEs	%	FTEs	%	FTEs	%	
Addison - CSAC	3.5	10%	12.1	36%	16.4	48%	1.4	4%	0.4	1%	33.8
Bennington - UCS	7.0	28%	6.4	25%	10.8	43%	1.1	4%	0.0	-	25.4
Chittenden - HCHS - NFI	13.8	9%	26.9	18%	20.4	14%	1.3	1%	83.9	57%	146.3
Lamoille - LCMHS	2.0	8%	6.7	28%	11.9	50%	0.0	-	3.4	14%	24.0
Northeast - NEK	6.0	20%	13.2	44%	10.0	33%	0.9	3%	0.0	0%	30.2
Northwest - NCSS	4.6	26%	7.7	44%	3.6	21%	0.2	1%	1.4	8%	17.5
Orange - CMC	10.5	25%	13.9	33%	15.9	38%	1.3	3%	0.0	0%	41.6
Rutland - RACS	2.8	13%	8.2	38%	9.9	46%	0.2	1%	0.4	2%	21.6
Southeast - HCRSSV	14.1	25%	8.9	16%	33.0	59%	0.4	1%	0.0	-	56.4
Washington - WCMHS	3.8	8%	23.7	48%	17.4	35%	2.9	6%	1.6	3%	49.4
Total	68.2	19%	127.7	36%	149.5	42%	9.8	3%	0.0	0%	355.2

Information is based on human resources data submitted by Vermont's community service providers. FTEs computed for a 37.5 hour work week. Northeastern Family Institute did not report for FY1998.